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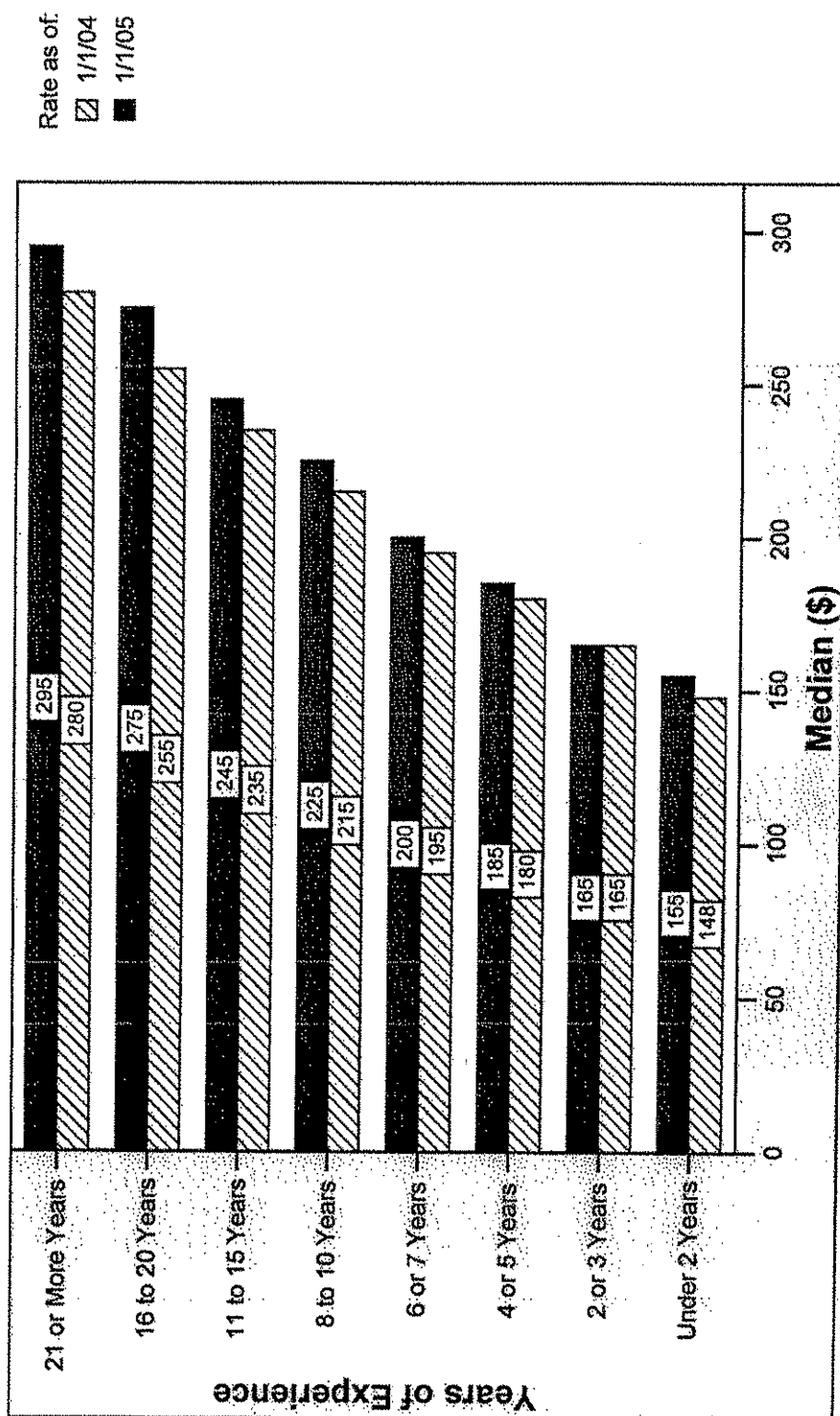
STANDARD HOURLY BILLING RATES

This section presents standard billing rates for equity partners and shareholders, non-equity partners and shareholders, associates and staff lawyers. Information is collected for each lawyer on the "individual's most commonly used hourly rate as of January 1, 2005". Law firms frequently employ this rate, usually called the Standard Rate, in their budgeting practices. Years of experience is calculated in this section from the year admitted to bar. Average billing rates, as well as quartiles and ninth decile data, are reported as follows:

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TREND MEDIAN STANDARD HOURLY BILLING RATE BY YEARS OF EXPERIENCE

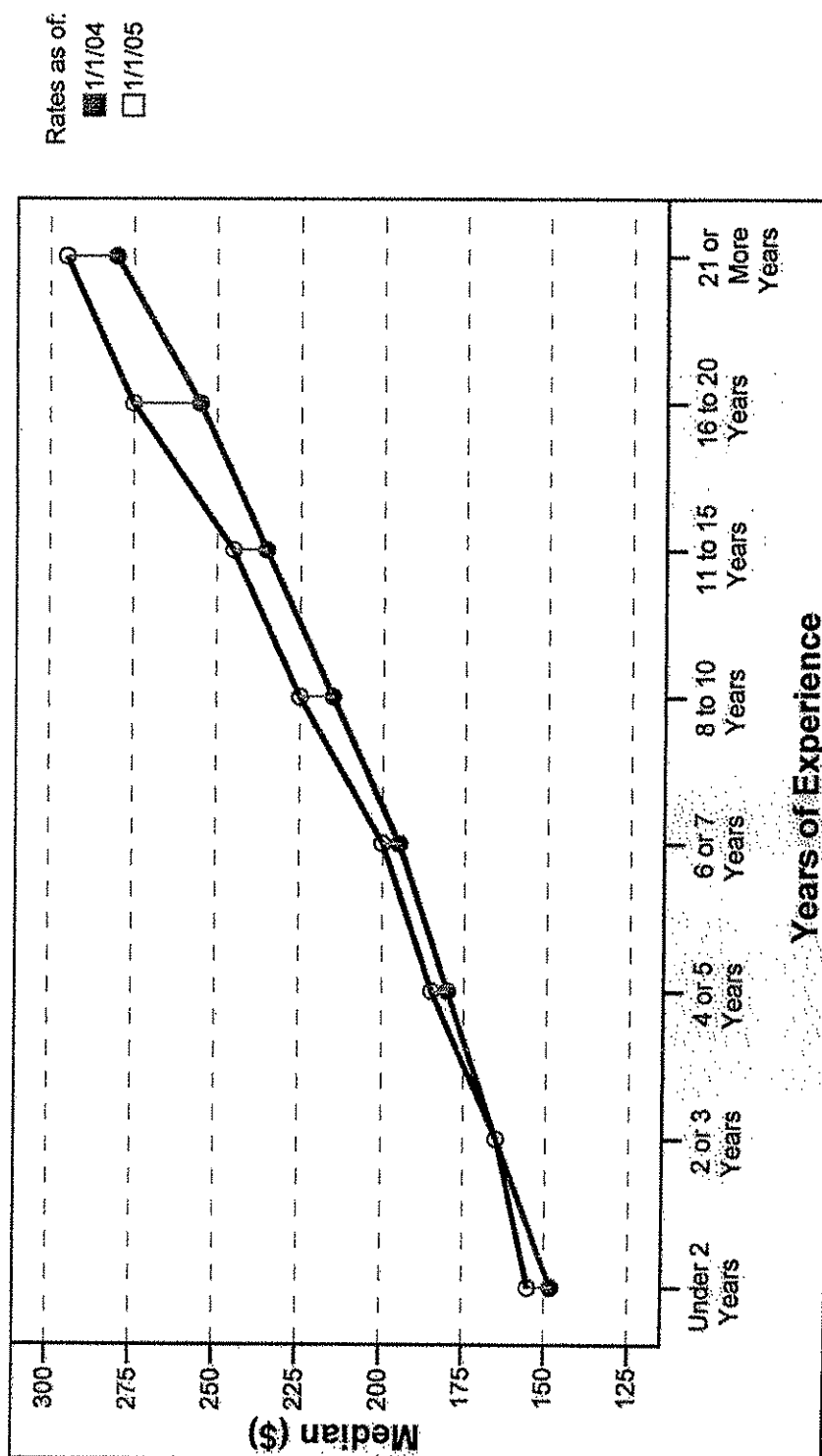
as of 1/1/05 over 1/1/04



Includes only firms with participation in BOTH the Survey of Law Firm Economics 2004 Edition (performance year 2003 data) and the 2005 Edition (performance year 2004 data).

TREND MEDIAN STANDARD HOURLY BILLING RATE BY YEARS OF EXPERIENCE

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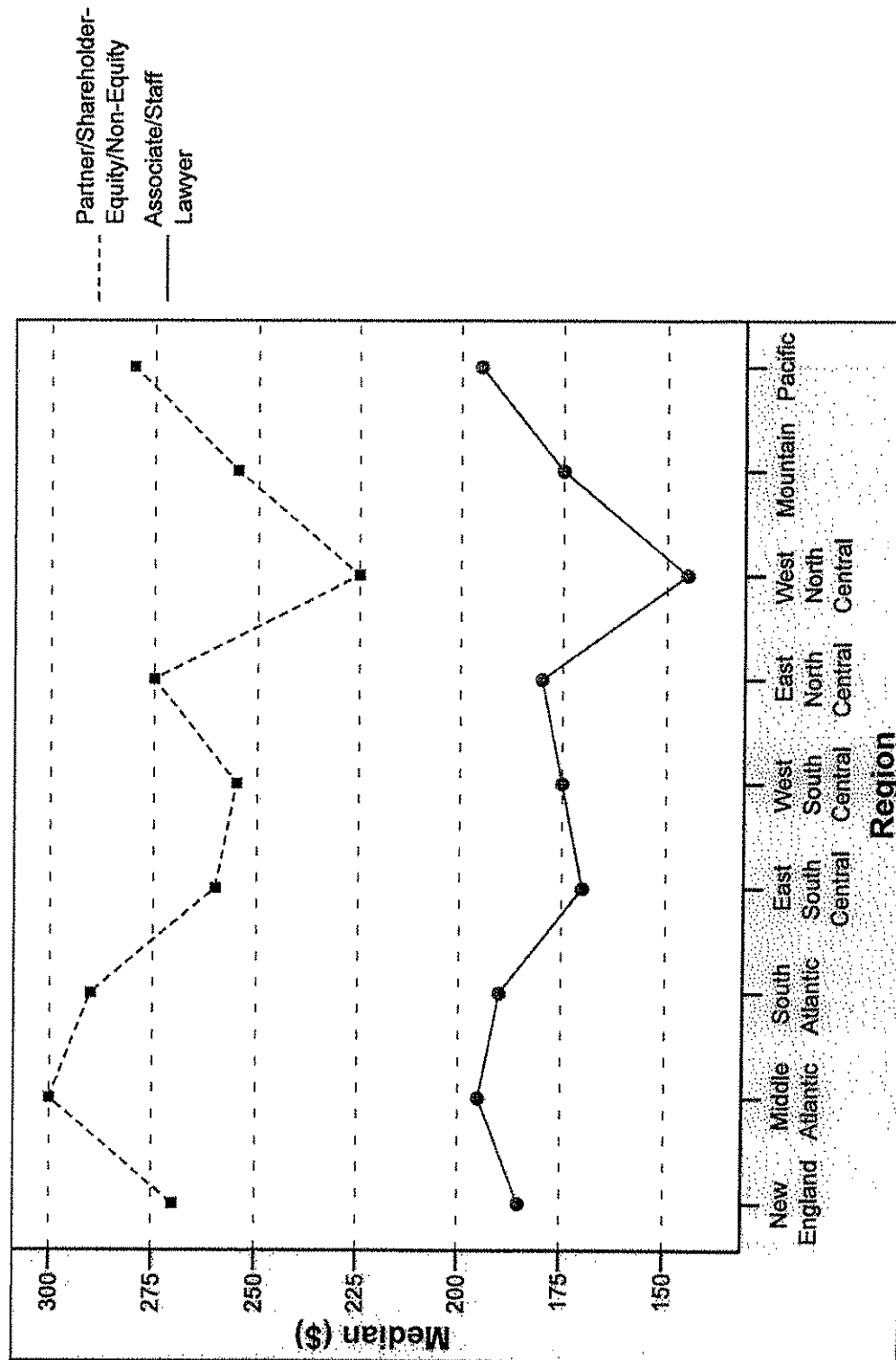
**NATIONAL INDIVIDUAL STATUS CODES
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

Status	Number of Offices	RATE				
		Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$
Equity Partner/Shareholder	590	7,071	286	225	275	330
Non-Equity Partner	361	1,826	261	210	250	300
Associate Lawyer	573	6,549	188	150	180	215
Staff Lawyer	101	336	195	160	190	225
Of Counsel	262	712	272	221	260	320
						375

**NATIONAL COMBINED STATUS CODES
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

Status	Number of Offices	RATE				
		Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$
Equity Partner/Shareholder	590	7,071	286	225	275	330
Non-Equity Partner	361	1,826	261	210	250	300
Associate/Staff Lawyer	589	6,885	188	150	180	215
Of Counsel	262	712	272	221	260	320
						375

MEDIAN STANDARD HOURLY RATE BY REGION



REGION
STANDARD HOURLY BILLING RATES
As of January 1, 2005

Region/Status	Number of Offices	Number of Lawyers	RATE				
			Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
New England		163	270	205	270	325	365
	Equity Partner/Shareholder						
	Non-Equity Partner	28	276	216	265	324	397
Middle Atlantic		131	183	145	185	220	250
	Associate/Staff Lawyer						
	Equity Partner/Shareholder	76	315	255	310	370	420
South Atlantic		357	278	230	276	325	375
	Non-Equity Partner						
	Associate/Staff Lawyer	81	198	165	195	225	273
East South Central		1,336	299	240	300	350	406
	Equity Partner/Shareholder	142					
	Non-Equity Partner	90	266	205	275	320	360
West South Central		1,320	194	150	190	225	270
	Associate/Staff Lawyer						
	Equity Partner/Shareholder	50	266	225	260	300	330
East North Central		139	255	220	250	285	325
	Non-Equity Partner						
	Associate/Staff Lawyer	50	175	150	170	195	220
West North Central		654	272	220	260	320	375
	Equity Partner/Shareholder	49					
	Non-Equity Partner	27	247	190	250	300	325
East North Central		113	182	150	175	200	240
	Associate/Staff Lawyer	45					
	Equity Partner/Shareholder	118	296	235	285	335	420
West North Central		527	257	199	240	300	390
	Non-Equity Partner						
	Associate/Staff Lawyer	120	194	150	180	215	275
Mountain		1,840	227	185	225	270	305
	Equity Partner/Shareholder	47					
	Non-Equity Partner	18	223	205	230	255	281
Pacific		108	147	125	145	170	190
	Associate/Staff Lawyer	42					
	Equity Partner/Shareholder	42	266	210	260	325	350
Pacific		524	252	210	250	285	348
	Non-Equity Partner	17					
	Associate/Staff Lawyer	43	176	150	175	200	250
Pacific		438	298	230	280	360	430
	Equity Partner/Shareholder	50					
	Non-Equity Partner	22	266	214	268	300	335
Pacific		62					
	Associate/Staff Lawyer	52	206	165	195	240	290

**REGION BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

Region/Years of Experience	Number of Offices	RATE				
		Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$
New England	Under 2 Years	9	146	103	130	168
	2 or 3 Years	14	169	140	170	190
	4 or 5 Years	10	177	141	168	210
	6 or 7 Years	12	193	175	190	220
	8 to 10 Years	12	220	180	215	250
	11 to 15 Years	15	246	205	250	275
	16 to 20 Years	11	267	200	273	320
	21 to 30 Years	18	271	203	250	335
	31 or More Years	13	294	225	280	358
Middle Atlantic	Under 2 Years	49	157	135	155	180
	2 or 3 Years	54	176	150	175	195
	4 or 5 Years	46	197	173	200	225
	6 or 7 Years	57	216	185	210	250
	8 to 10 Years	62	239	200	235	280
	11 to 15 Years	66	250	220	250	295
	16 to 20 Years	69	288	240	290	350
	21 to 30 Years	68	316	259	310	375
	31 or More Years	59	338	275	345	400
South Atlantic	Under 2 Years	80	165	140	160	189
	2 or 3 Years	92	183	150	175	210
	4 or 5 Years	98	200	160	195	225
	6 or 7 Years	84	216	174	205	241
	8 to 10 Years	107	235	188	235	275
	11 to 15 Years	111	257	200	260	300
	16 to 20 Years	106	283	230	290	325
	21 to 30 Years	121	314	260	315	360
	31 or More Years	95	315	260	320	360

(continued on next page)

**REGION BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

Region/Years of Experience	Number of Offices	RATE				
		Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$
East South Central	Under 2 Years	35	94	145	130	140
	2 or 3 Years	36	120	157	145	151
	4 or 5 Years	38	143	177	160	170
	6 or 7 Years	33	80	192	175	205
	8 to 10 Years	36	129	213	185	235
	11 to 15 Years	41	169	230	200	250
	16 to 20 Years	42	172	252	225	284
	21 to 30 Years	46	290	276	250	305
	31 or More Years	39	169	298	263	330
	Under 2 Years	28	117	160	140	175
West South Central	2 or 3 Years	34	130	167	149	165
	4 or 5 Years	34	119	188	165	185
	6 or 7 Years	33	102	201	174	188
	8 to 10 Years	33	114	219	185	210
	11 to 15 Years	38	147	236	190	225
	16 to 20 Years	34	156	255	215	250
	21 to 30 Years	42	275	279	230	275
	31 or More Years	31	145	303	240	295
	Under 2 Years	76	358	168	140	155
	2 or 3 Years	87	392	184	147	170
East North Central	4 or 5 Years	82	348	198	160	185
	6 or 7 Years	85	328	217	170	200
	8 to 10 Years	90	396	228	180	215
	11 to 15 Years	102	502	255	194	240
	16 to 20 Years	92	417	278	220	275
	21 to 30 Years	109	838	292	234	288
	31 or More Years	87	427	301	230	300
	Under 2 Years	31	145	303	240	295
	2 or 3 Years	87	392	184	147	170
	4 or 5 Years	82	348	198	160	185

(continued on next page)

**REGION BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

Region/Years of Experience		Number of Offices	RATE					
			Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
West North Central	Under 2 Years	29	108	127	115	128	140	146
	2 or 3 Years	30	122	141	129	145	156	175
	4 or 5 Years	30	110	154	137	155	180	190
	6 or 7 Years	34	89	165	150	165	195	210
	8 to 10 Years	30	97	186	160	190	220	231
	11 to 15 Years	36	140	203	175	203	240	270
	16 to 20 Years	31	134	217	184	225	260	290
	21 to 30 Years	40	228	235	190	243	280	317
	31 or More Years	33	136	252	213	260	289	325
	Under 2 Years	27	108	149	125	150	174	190
Mountain	2 or 3 Years	29	96	170	150	165	190	210
	4 or 5 Years	30	91	182	145	170	220	250
	6 or 7 Years	26	81	201	165	190	240	274
	8 to 10 Years	28	76	228	181	225	274	307
	11 to 15 Years	31	115	232	185	220	270	327
	16 to 20 Years	34	126	257	204	250	314	350
	21 to 30 Years	37	206	267	205	260	325	385
	31 or More Years	33	121	289	235	275	335	414
	Under 2 Years	34	82	165	134	158	195	224
	2 or 3 Years	31	80	187	155	178	223	250
Pacific	4 or 5 Years	41	89	208	170	200	243	275
	6 or 7 Years	36	89	229	185	210	275	305
	8 to 10 Years	36	87	241	195	230	280	338
	11 to 15 Years	39	115	259	200	250	310	366
	16 to 20 Years	38	111	291	225	275	350	420
	21 to 30 Years	42	168	298	235	278	358	431
	31 or More Years	36	80	328	250	310	420	450

STATE
STANDARD HOURLY BILLING RATES
 As of January 1, 2005

State/Status		Number of Offices	RATE					Ninth Decile \$
			Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	
AK	Partner/Shareholder-Equity/Non-Equity	1	3	—	—	—	—	—
	Associate/Staff Lawyer	1	3	—	—	—	—	—
AL	Partner/Shareholder-Equity/Non-Equity	18	230	251	214	240	279	310
	Associate/Staff Lawyer	17	155	170	145	150	180	222
AR	Partner/Shareholder-Equity/Non-Equity	6	47	239	210	225	260	320
	Associate/Staff Lawyer	5	34	150	134	150	161	183
AZ	Partner/Shareholder-Equity/Non-Equity	7	78	263	234	265	295	350
	Associate/Staff Lawyer	7	69	166	148	165	210	220
CA	Partner/Shareholder-Equity/Non-Equity	33	245	334	250	325	410	450
	Associate/Staff Lawyer	31	254	221	170	220	270	305
CO	Partner/Shareholder-Equity/Non-Equity	10	187	313	275	325	375	425
	Associate/Staff Lawyer	11	134	207	185	195	246	275
CT	Partner/Shareholder-Equity/Non-Equity	5	41	324	275	320	365	375
	Associate/Staff Lawyer	5	39	217	185	225	250	260
DC	Partner/Shareholder-Equity/Non-Equity	18	197	417	360	405	465	540
	Associate/Staff Lawyer	16	155	282	225	275	340	385
DE	Partner/Shareholder-Equity/Non-Equity	6	36	351	306	355	395	425
	Associate/Staff Lawyer	4	32	—	—	—	—	—
FL	Partner/Shareholder-Equity/Non-Equity	37	342	287	240	290	328	385
	Associate/Staff Lawyer	37	353	179	150	175	200	235
GA	Partner/Shareholder-Equity/Non-Equity	15	216	241	185	221	300	340
	Associate/Staff Lawyer	13	173	168	136	156	187	235
HI	Partner/Shareholder-Equity/Non-Equity	1	6	—	—	—	—	—
	Associate/Staff Lawyer	1	13	—	—	—	—	—
IA	Partner/Shareholder-Equity/Non-Equity	10	62	180	159	175	196	227
	Associate/Staff Lawyer	4	28	—	—	—	—	—

(continued on next page)

STATE
STANDARD HOURLY BILLING RATES
 As of January 1, 2005

State/Status	Number of Offices	Number of Lawyers	RATE				
			Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
ID	4	32	--	--	--	--	--
IL	3	22	--	--	--	--	--
	39	615	328	206	305	450	510
	37	602	222	155	215	275	340
IN	16	193	275	225	285	320	350
	11	147	189	160	190	215	250
KS	1	14	--	--	--	--	--
	1	6	--	--	--	--	--
KY	9	159	255	225	250	290	310
	9	79	173	145	175	190	215
LA	8	207	249	215	250	290	305
	7	135	171	150	165	185	210
MA	8	57	314	250	315	358	410
	6	37	205	183	200	225	254
MD	13	239	336	310	330	360	385
	9	151	217	195	220	235	254
ME	6	47	190	175	190	205	220
	4	28	--	--	--	--	--
MI	29	447	273	230	275	325	350
	22	338	188	150	175	210	255
MN	9	120	189	110	185	249	304
	9	103	125	85	100	160	176
MO	15	285	263	230	265	290	325
	14	231	159	135	155	180	200
MS	5	106	248	220	250	271	300
	5	86	167	145	170	185	200

(continued on next page)

STATE
STANDARD HOURLY BILLING RATES
 As of January 1, 2005

State/Status		Number of Offices	RATE					
			Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
MT	Partner/Shareholder-Equity/Non-Equity	1	8	—	—	—	—	—
	Associate/Staff Lawyer	2	10	—	—	—	—	—
NC	Partner/Shareholder-Equity/Non-Equity	16	219	275	240	275	310	340
	Associate/Staff Lawyer	15	99	190	160	180	220	260
NE	Partner/Shareholder-Equity/Non-Equity	10	159	221	200	225	260	260
	Associate/Staff Lawyer	12	92	142	125	140	150	175
NJ	Partner/Shareholder-Equity/Non-Equity	28	238	317	275	315	350	395
	Associate/Staff Lawyer	22	278	203	175	200	230	261
NM	Partner/Shareholder-Equity/Non-Equity	7	146	223	200	220	250	275
	Associate/Staff Lawyer	6	66	157	139	150	175	188
NV	Partner/Shareholder-Equity/Non-Equity	6	39	286	250	275	325	350
	Associate/Staff Lawyer	5	70	159	144	150	180	213
NY	Partner/Shareholder-Equity/Non-Equity	24	361	306	240	290	350	444
	Associate/Staff Lawyer	26	261	206	175	200	225	274
OH	Partner/Shareholder-Equity/Non-Equity	32	766	277	240	275	315	352
	Associate/Staff Lawyer	34	660	175	145	175	200	220
OK	Partner/Shareholder-Equity/Non-Equity	9	127	234	200	225	260	296
	Associate/Staff Lawyer	9	66	162	135	165	185	200
OR	Partner/Shareholder-Equity/Non-Equity	11	105	244	210	230	275	300
	Associate/Staff Lawyer	10	69	182	162	185	200	235
PA	Partner/Shareholder-Equity/Non-Equity	35	798	301	245	300	368	415
	Associate/Staff Lawyer	33	607	193	151	185	225	275
PR	Partner/Shareholder-Equity/Non-Equity	2	115	—	—	—	—	—
	Associate/Staff Lawyer	2	72	—	—	—	—	—
RI	Partner/Shareholder-Equity/Non-Equity	1	20	—	—	—	—	—
	Associate/Staff Lawyer	1	12	—	—	—	—	—

(continued on next page)

STATE
STANDARD HOURLY BILLING RATES
As of January 1, 2005

State/Status	Number of Offices	Number of Lawyers	RATE				
			Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
SC	Partner/Shareholder-Equity/Non-Equity	13	240	174	235	300	343
	Associate/Staff Lawyer	15	165	125	160	195	240
SD	Partner/Shareholder-Equity/Non-Equity	2	—	—	—	—	—
	Associate/Staff Lawyer	2	—	—	—	—	—
TN	Partner/Shareholder-Equity/Non-Equity	20	284	250	285	320	350
	Associate/Staff Lawyer	19	182	160	175	200	230
TX	Partner/Shareholder-Equity/Non-Equity	28	294	225	300	350	400
	Associate/Staff Lawyer	24	195	160	185	220	265
UT	Partner/Shareholder-Equity/Non-Equity	8	252	200	250	300	340
	Associate/Staff Lawyer	8	175	146	165	208	250
VA	Partner/Shareholder-Equity/Non-Equity	22	262	210	275	300	350
	Associate/Staff Lawyer	21	187	151	181	223	258
VI	Partner/Shareholder-Equity/Non-Equity	1	—	—	—	—	—
	Associate/Staff Lawyer	1	—	—	—	—	—
VT	Partner/Shareholder-Equity/Non-Equity	2	—	—	—	—	—
	Associate/Staff Lawyer	2	—	—	—	—	—
WA	Partner/Shareholder-Equity/Non-Equity	8	253	223	250	295	305
	Associate/Staff Lawyer	9	193	158	185	210	250
WI	Partner/Shareholder-Equity/Non-Equity	18	237	200	235	260	300
	Associate/Staff Lawyer	16	165	138	160	185	220
WV	Partner/Shareholder-Equity/Non-Equity	5	180	—	168	—	—
	Associate/Staff Lawyer	5	123	—	113	—	—
WY	Partner/Shareholder-Equity/Non-Equity	1	—	—	—	—	—
	Associate/Staff Lawyer	1	—	—	—	—	—

**STATE BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

State/Years of Experience	Number of Offices	RATE					
		Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
AL	Under 2 Years	13	146	125	140	150	192
	2 or 3 Years	12	156	145	150	150	195
	4 or 5 Years	13	174	146	165	180	240
	6 or 7 Years	12	184	165	175	200	227
	8 to 10 Years	14	212	180	195	225	285
	11 to 15 Years	14	234	196	220	250	310
	16 to 20 Years	14	236	210	225	249	276
	21 to 30 Years	14	267	225	255	290	315
	31 or More Years	13	288	250	280	300	348
	21 to 30 Years	5	241	220	225	260	320
AR	6 or 7 Years	5	198	—	220	—	—
AZ	11 to 15 Years	5	208	165	210	265	287
	16 to 20 Years	5	229	165	260	285	323
	21 to 30 Years	7	252	190	265	290	350
	Under 2 Years	22	184	153	183	215	233
	2 or 3 Years	19	205	169	200	240	273
CA	4 or 5 Years	24	218	169	225	261	283
	6 or 7 Years	22	250	198	275	290	320
	8 to 10 Years	20	256	210	265	285	350
	11 to 15 Years	24	283	231	280	325	383
	16 to 20 Years	25	324	240	325	395	444
	21 to 30 Years	25	334	250	335	420	450
	31 or More Years	19	378	305	405	431	450
	Under 2 Years	32	146	125	140	150	192
	2 or 3 Years	36	156	145	150	150	195
	4 or 5 Years	44	174	146	165	180	240
	6 or 7 Years	27	184	165	175	200	227
	8 to 10 Years	43	212	180	195	225	285
	11 to 15 Years	48	234	196	220	250	310
	16 to 20 Years	48	236	210	225	249	276
	21 to 30 Years	55	267	225	255	290	315
	31 or More Years	51	288	250	280	300	348
	21 to 30 Years	19	241	220	225	260	320
	6 or 7 Years	14	198	—	220	—	—
	11 to 15 Years	23	208	165	210	265	287
	16 to 20 Years	20	229	165	260	285	323
	21 to 30 Years	33	252	190	265	290	350
	Under 2 Years	44	184	153	183	215	233
	2 or 3 Years	44	205	169	200	240	273
	4 or 5 Years	54	218	169	225	261	283
	6 or 7 Years	45	250	198	275	290	320
	8 to 10 Years	47	256	210	265	285	350
	11 to 15 Years	64	283	231	280	325	383
	16 to 20 Years	63	324	240	325	395	444
	21 to 30 Years	86	334	250	335	420	450
	31 or More Years	46	378	305	405	431	450

(continued on next page)

**STATE BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

State/Years of Experience		Number of Offices	RATE					
			Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
CO	Under 2 Years	7	24	174	165	185	195	198
	2 or 3 Years	7	27	193	175	190	210	235
	4 or 5 Years	8	32	221	185	235	254	275
	6 or 7 Years	7	23	224	180	230	275	313
	8 to 10 Years	7	22	268	219	283	314	350
	11 to 15 Years	10	38	271	225	273	326	353
	16 to 20 Years	10	47	305	275	310	350	425
	21 to 30 Years	10	69	305	268	325	388	400
	31 or More Years	8	33	361	325	350	430	480
	Under 2 Years	8	29	229	210	225	255	275
DC	2 or 3 Years	11	27	276	225	290	310	342
	4 or 5 Years	12	34	311	264	335	366	385
	6 or 7 Years	10	31	334	295	330	390	407
	8 to 10 Years	13	32	350	288	358	404	450
	11 to 15 Years	15	43	372	290	375	450	471
	16 to 20 Years	9	34	413	360	408	453	558
	21 to 30 Years	16	80	428	354	420	513	540
	31 or More Years	14	34	403	340	393	456	528
	Under 2 Years	20	85	159	150	155	174	190
	2 or 3 Years	25	71	173	155	175	190	215
FL	4 or 5 Years	27	76	183	154	190	205	226
	6 or 7 Years	25	59	192	149	200	215	260
	8 to 10 Years	25	57	212	155	215	248	281
	11 to 15 Years	24	85	243	202	250	275	312
	16 to 20 Years	24	82	267	215	288	300	340
	21 to 30 Years	28	133	308	275	310	350	400
	31 or More Years	17	43	327	250	330	360	465

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**STATE BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

State/Years of Experience	Number of Offices	RATE					
		Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
GA	Under 2 Years	11	156	138	151	166	195
	2 or 3 Years	11	165	134	166	185	214
	4 or 5 Years	11	167	131	148	200	245
	6 or 7 Years	10	171	138	167	195	235
	8 to 10 Years	12	208	151	203	270	285
	11 to 15 Years	12	216	164	200	275	309
	16 to 20 Years	10	223	166	187	298	339
	21 to 30 Years	12	261	202	232	331	359
	31 or More Years	13	279	220	260	332	381
	11 to 15 Years	5	165	—	160	—	—
IA	21 to 30 Years	7	187	163	185	210	246
	31 or More Years	5	181	163	175	200	222
	Under 2 Years	19	199	156	215	235	235
IL	2 or 3 Years	24	217	145	220	275	310
	4 or 5 Years	17	238	160	200	340	370
	6 or 7 Years	21	284	168	230	390	410
	8 to 10 Years	25	270	175	240	390	448
	11 to 15 Years	32	288	181	240	410	465
	16 to 20 Years	27	313	190	290	450	495
	21 to 30 Years	31	327	210	298	450	540
	31 or More Years	21	373	207	325	553	590
	11 to 15 Years	5	165	—	160	—	—
	21 to 30 Years	7	187	163	185	210	246

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**STATE BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

State/Years of Experience		Number of Offices	RATE					
			Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
IN	Under 2 Years	10	42	164	139	160	179	209
	2 or 3 Years	8	26	173	158	180	191	205
	4 or 5 Years	10	25	195	165	195	215	250
	6 or 7 Years	10	35	222	200	215	250	280
	8 to 10 Years	7	31	215	175	225	260	274
	11 to 15 Years	11	41	230	178	250	275	290
	16 to 20 Years	9	36	289	264	303	320	350
	21 to 30 Years	11	69	300	270	315	340	360
	31 or More Years	10	35	275	220	300	335	380
KY	Under 2 Years	5	12	138	--	130	--	--
	2 or 3 Years	5	14	146	--	145	--	--
	4 or 5 Years	5	13	158	--	160	--	--
	8 to 10 Years	7	22	195	180	190	206	229
	11 to 15 Years	7	33	219	195	225	243	250
	16 to 20 Years	9	35	240	215	240	275	295
	21 to 30 Years	9	69	266	240	275	295	310
	31 or More Years	7	30	280	246	285	323	330
	2 or 3 Years	5	36	155	146	155	165	170
LA	4 or 5 Years	6	30	178	165	178	190	195
	6 or 7 Years	5	28	191	175	193	210	221
	8 to 10 Years	5	23	195	185	185	225	233
	11 to 15 Years	7	35	214	200	220	245	252
	16 to 20 Years	6	39	241	215	250	270	290
	21 to 30 Years	7	80	255	240	273	300	314
	31 or More Years	5	46	278	240	278	310	343
	2 or 3 Years	5	11	192	--	185	--	--
	21 to 30 Years	7	22	317	276	320	361	407
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**STATE BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

State/Years of Experience		Number of Offices	RATE					
			Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
MD	2 or 3 Years	8	24	203	195	203	210	218
	4 or 5 Years	8	42	223	199	220	230	247
	6 or 7 Years	8	33	241	225	240	250	277
	8 to 10 Years	7	33	251	223	245	280	309
	11 to 15 Years	11	46	300	284	300	323	350
	16 to 20 Years	12	56	323	303	330	344	372
	21 to 30 Years	11	88	350	326	360	375	400
	31 or More Years	10	44	355	328	350	375	418
	Under 2 Years	13	47	142	130	150	160	160
	2 or 3 Years	19	58	164	150	165	175	200
MI	4 or 5 Years	19	66	183	169	185	200	240
	6 or 7 Years	18	47	192	170	200	210	236
	8 to 10 Years	19	58	215	180	210	236	276
	11 to 15 Years	19	92	241	200	240	285	304
	16 to 20 Years	19	82	264	225	263	305	334
	21 to 30 Years	22	202	276	235	280	325	350
	31 or More Years	19	109	288	233	300	343	380
	Under 2 Years	6	12	110	—	93	—	—
	2 or 3 Years	9	31	129	85	135	162	175
	4 or 5 Years	7	20	121	85	94	159	204
MN	6 or 7 Years	8	24	138	85	144	185	204
	8 to 10 Years	7	17	158	89	170	200	232
	11 to 15 Years	9	26	165	89	152	226	284
	16 to 20 Years	7	37	174	90	160	231	326
	21 to 30 Years	8	37	185	120	150	248	307
	31 or More Years	6	19	225	110	254	300	330

**STATE BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

State/Years of Experience	Number of Offices	RATE				
		Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$
MO	Under 2 Years	9	133	125	130	145
	2 or 3 Years	11	150	135	150	162
	4 or 5 Years	9	171	155	175	190
	6 or 7 Years	12	184	164	190	201
	8 to 10 Years	10	206	183	220	230
	11 to 15 Years	12	234	210	230	260
	16 to 20 Years	11	258	236	270	280
	21 to 30 Years	13	277	260	280	301
	31 or More Years	12	294	270	285	325
	21 to 30 Years	5	257	230	250	385
NC	Under 2 Years	10	160	141	145	169
	2 or 3 Years	10	175	154	173	195
	4 or 5 Years	11	195	175	190	221
	6 or 7 Years	9	208	195	205	225
	8 to 10 Years	14	243	238	250	255
	11 to 15 Years	12	251	224	260	290
	16 to 20 Years	14	270	240	275	291
	21 to 30 Years	15	296	260	305	322
	31 or More Years	13	307	264	310	335
	21 to 30 Years	42	307	264	310	375

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**STATE BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

State/Years of Experience	Number of Offices	RATE					
		Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
NE	Under 2 Years	9	121	110	120	133	140
	2 or 3 Years	5	139	135	138	150	150
	4 or 5 Years	9	147	140	145	159	170
	6 or 7 Years	7	169	—	165	—	—
	8 to 10 Years	8	180	165	180	200	217
	11 to 15 Years	7	201	180	200	220	240
	16 to 20 Years	8	224	200	225	250	260
	21 to 30 Years	9	226	200	235	260	260
	31 or More Years	8	247	235	260	260	270
	Under 2 Years	9	167	150	160	180	200
NJ	2 or 3 Years	11	184	158	188	195	225
	4 or 5 Years	12	199	179	200	225	225
	6 or 7 Years	15	216	190	210	235	273
	8 to 10 Years	17	236	200	230	260	313
	11 to 15 Years	18	261	228	270	295	340
	16 to 20 Years	18	301	260	305	340	396
	21 to 30 Years	18	323	285	325	355	395
	31 or More Years	12	345	296	328	390	451
	4 or 5 Years	5	155	—	160	—	—
	16 to 20 Years	6	219	205	225	240	250
NM	21 to 30 Years	6	230	200	238	260	272
	31 or More Years	7	252	224	250	275	300
	2 or 3 Years	5	167	150	150	190	200
NV	8 to 10 Years	5	258	—	—	—	—

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**STATE BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

State/Years of Experience		Number of Offices	RATE					
			Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
NY	Under 2 Years	16	60	163	131	160	190	213
	2 or 3 Years	14	51	198	165	195	230	240
	4 or 5 Years	13	37	206	175	195	225	270
	6 or 7 Years	16	45	222	183	225	250	285
	8 to 10 Years	17	53	247	210	235	275	335
	11 to 15 Years	19	79	257	220	245	295	350
	16 to 20 Years	18	72	289	235	275	350	423
	21 to 30 Years	20	146	322	250	300	350	475
	31 or More Years	18	74	333	260	350	360	490
	Under 2 Years	24	119	147	135	145	155	175
OH	2 or 3 Years	25	140	165	150	165	180	190
	4 or 5 Years	27	129	181	160	185	200	215
	6 or 7 Years	26	123	189	170	190	215	228
	8 to 10 Years	25	164	208	185	215	235	260
	11 to 15 Years	27	167	240	210	245	275	300
	16 to 20 Years	26	142	265	235	275	305	329
	21 to 30 Years	29	288	289	250	295	329	360
	31 or More Years	24	153	294	255	300	340	360
	Under 2 Years	6	14	148	—	160	—	—
	2 or 3 Years	8	17	159	143	165	175	185
OK	4 or 5 Years	7	14	177	—	178	—	—
	6 or 7 Years	6	14	159	—	173	—	—
	8 to 10 Years	6	15	194	—	195	—	—
	11 to 15 Years	7	18	204	171	210	230	253
	16 to 20 Years	7	29	218	208	225	240	250
	21 to 30 Years	9	49	246	215	245	280	325
	31 or More Years	8	23	258	181	250	305	365

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**STATE BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

State/Years of Experience	Number of Offices	RATE				
		Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$
OR	Under 2 Years	6	16	143	130	130
	4 or 5 Years	7	13	192	185	185
	6 or 7 Years	6	21	202	200	213
	8 to 10 Years	7	18	224	210	241
	11 to 15 Years	7	23	213	210	235
	16 to 20 Years	6	20	242	240	275
	21 to 30 Years	8	36	255	248	275
	31 or More Years	9	19	256	225	285
	Under 2 Years	24	97	150	150	173
	2 or 3 Years	29	114	163	160	180
PA	4 or 5 Years	21	110	192	190	220
	6 or 7 Years	26	90	212	200	260
	8 to 10 Years	28	150	237	235	284
	11 to 15 Years	29	184	244	250	299
	16 to 20 Years	33	197	284	285	350
	21 to 30 Years	30	324	311	310	394
	31 or More Years	29	139	338	345	410
	Under 2 Years	11	27	147	125	180
	2 or 3 Years	8	17	156	150	198
	4 or 5 Years	10	26	153	130	188
SC	6 or 7 Years	7	13	180	150	150
	8 to 10 Years	10	26	204	205	260
	11 to 15 Years	12	44	190	175	233
	16 to 20 Years	12	29	226	235	280
	21 to 30 Years	11	50	264	273	335
	31 or More Years	9	29	285	290	350
	Under 2 Years	11	27	147	125	180
	2 or 3 Years	8	17	156	150	198
	4 or 5 Years	10	26	153	130	188
	6 or 7 Years	7	13	180	150	150

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**STATE BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

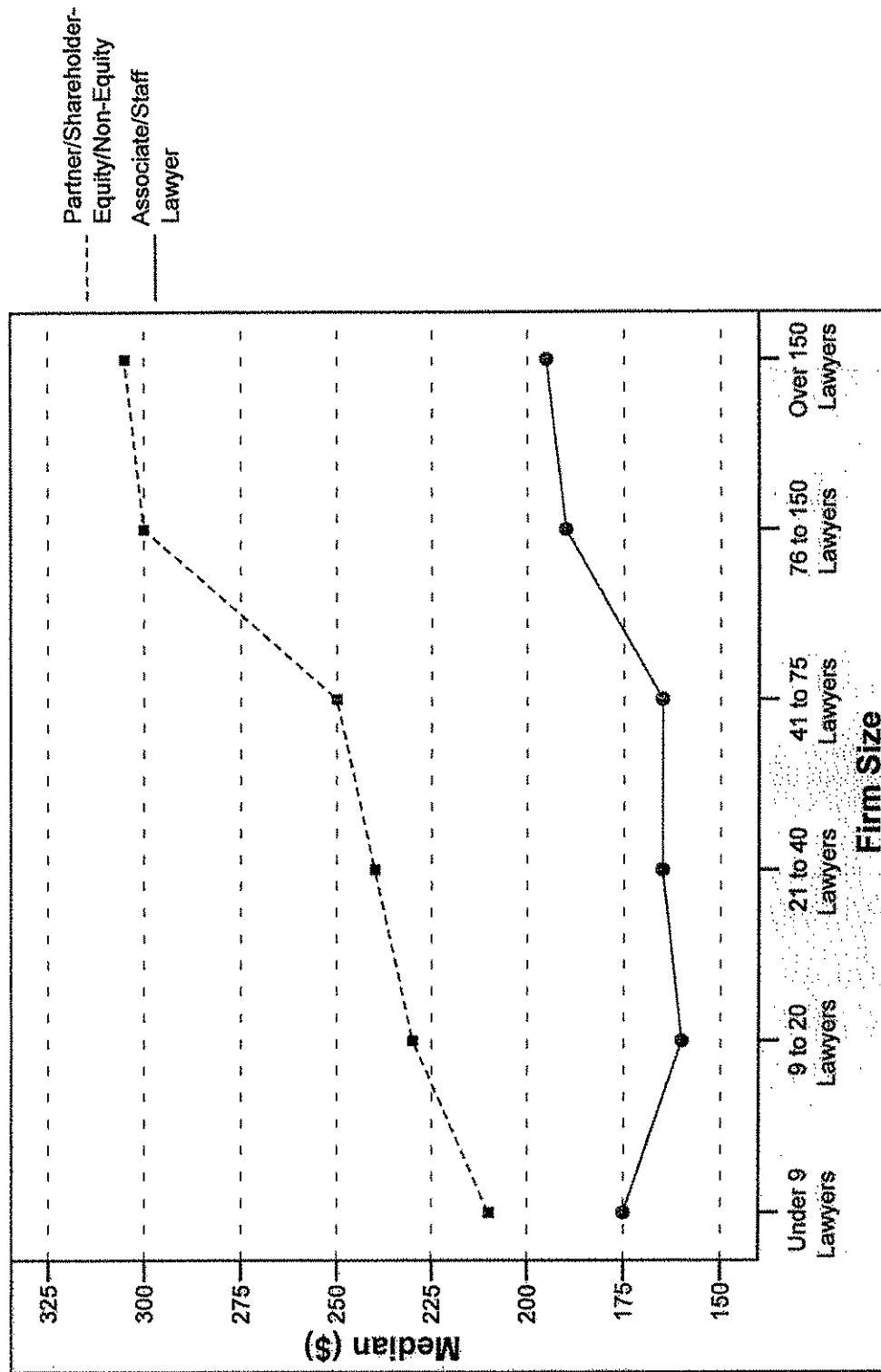
State/Years of Experience		Number of Offices	RATE					
			Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
TN	Under 2 Years	13	39	146	130	150	155	165
	2 or 3 Years	15	51	164	150	165	180	190
	4 or 5 Years	17	66	183	165	180	200	222
	6 or 7 Years	13	33	203	190	200	220	236
	8 to 10 Years	13	49	229	210	235	250	260
	11 to 15 Years	16	62	237	204	240	260	282
	16 to 20 Years	15	66	279	264	283	300	322
	21 to 30 Years	18	121	293	275	300	325	354
	31 or More Years	15	71	316	285	315	350	399
	Under 2 Years	16	71	169	150	175	185	194
TX	2 or 3 Years	17	69	177	150	175	200	220
	4 or 5 Years	17	68	199	166	200	235	240
	6 or 7 Years	19	52	222	175	208	280	285
	8 to 10 Years	19	69	237	189	230	295	310
	11 to 15 Years	22	89	253	193	240	313	340
	16 to 20 Years	18	80	278	213	285	338	355
	21 to 30 Years	21	127	313	250	310	375	425
	31 or More Years	15	64	345	253	350	410	450
	Under 2 Years	6	16	139	--	143	--	--
	2 or 3 Years	7	16	168	--	160	--	--
UT	4 or 5 Years	6	13	177	--	165	--	--
	6 or 7 Years	5	14	203	--	185	--	--
	8 to 10 Years	6	16	242	--	240	--	--
	11 to 15 Years	5	19	221	170	225	250	295
	16 to 20 Years	5	13	233	--	225	--	--
	21 to 30 Years	7	38	269	219	265	314	352
	31 or More Years	5	13	277	--	285	--	--

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**STATE BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

State/Years of Experience	Number of Offices	RATE					
		Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
VA	Under 2 Years	9	160	137	170	180	225
	2 or 3 Years	13	173	130	178	200	215
	4 or 5 Years	12	195	160	195	225	240
	6 or 7 Years	10	204	182	198	230	261
	8 to 10 Years	16	222	170	240	265	280
	11 to 15 Years	13	253	225	275	280	298
	16 to 20 Years	18	262	210	260	300	329
	21 to 30 Years	20	265	200	279	325	350
	31 or More Years	14	283	223	275	350	375
	Under 2 Years	5	147	—	148	—	—
WA	2 or 3 Years	7	168	155	170	180	209
	4 or 5 Years	8	196	175	195	225	250
	6 or 7 Years	8	212	185	200	240	300
	8 to 10 Years	7	220	169	200	248	350
	11 to 15 Years	7	242	195	235	280	335
	16 to 20 Years	7	253	225	250	285	305
	21 to 30 Years	7	264	231	275	295	305
	31 or More Years	6	262	—	275	—	—
	Under 2 Years	10	140	—	132	—	—
	2 or 3 Years	11	150	130	145	160	200
WI	4 or 5 Years	9	160	144	150	180	196
	6 or 7 Years	10	198	166	195	224	254
	8 to 10 Years	14	195	165	180	235	250
	11 to 15 Years	13	232	185	235	275	299
	16 to 20 Years	11	213	171	205	246	292
	21 to 30 Years	16	246	220	235	275	300
	31 or More Years	13	238	200	243	273	318
	11 to 15 Years	5	169	—	—	—	—
	Under 2 Years	10	140	—	132	—	—
	2 or 3 Years	11	150	130	145	160	200
WV	4 or 5 Years	9	160	144	150	180	196
	6 or 7 Years	10	198	166	195	224	254
	8 to 10 Years	14	195	165	180	235	250
	11 to 15 Years	13	232	185	235	275	299
	16 to 20 Years	11	213	171	205	246	292
	21 to 30 Years	16	246	220	235	275	300
	31 or More Years	13	238	200	243	273	318
	11 to 15 Years	5	169	—	—	—	—
	Under 2 Years	10	140	—	132	—	—
	2 or 3 Years	11	150	130	145	160	200

MEDIAN STANDARD HOURLY RATE BY FIRM SIZE



FIRM SIZE
STANDARD HOURLY BILLING RATES
As of January 1, 2005

Firm Size/Status	Number of Offices	RATE					
		Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Under 9 Lawyers	Equity Partner/Shareholder	46	227	175	210	260	304
	Non-Equity Partner	3	—	—	—	—	—
	Associate/Staff Lawyer	34	182	139	175	225	250
9 to 20 Lawyers	Equity Partner/Shareholder	92	244	195	230	290	335
	Non-Equity Partner	32	226	185	225	259	300
	Associate/Staff Lawyer	88	169	138	160	195	228
21 to 40 Lawyers	Equity Partner/Shareholder	108	246	200	240	290	330
	Non-Equity Partner	55	243	195	250	284	325
	Associate/Staff Lawyer	108	173	145	165	190	225
41 to 75 Lawyers	Equity Partner/Shareholder	116	262	215	250	300	360
	Non-Equity Partner	74	242	200	240	275	338
	Associate/Staff Lawyer	124	173	140	165	195	230
76 to 150 Lawyers	Equity Partner/Shareholder	113	316	270	310	360	420
	Non-Equity Partner	90	271	225	275	315	375
	Associate/Staff Lawyer	114	196	160	190	225	270
Over 150 Lawyers	Equity Partner/Shareholder	115	336	275	323	375	465
	Non-Equity Partner	107	272	214	260	315	366
	Associate/Staff Lawyer	121	208	165	195	235	295

**FIRM SIZE BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

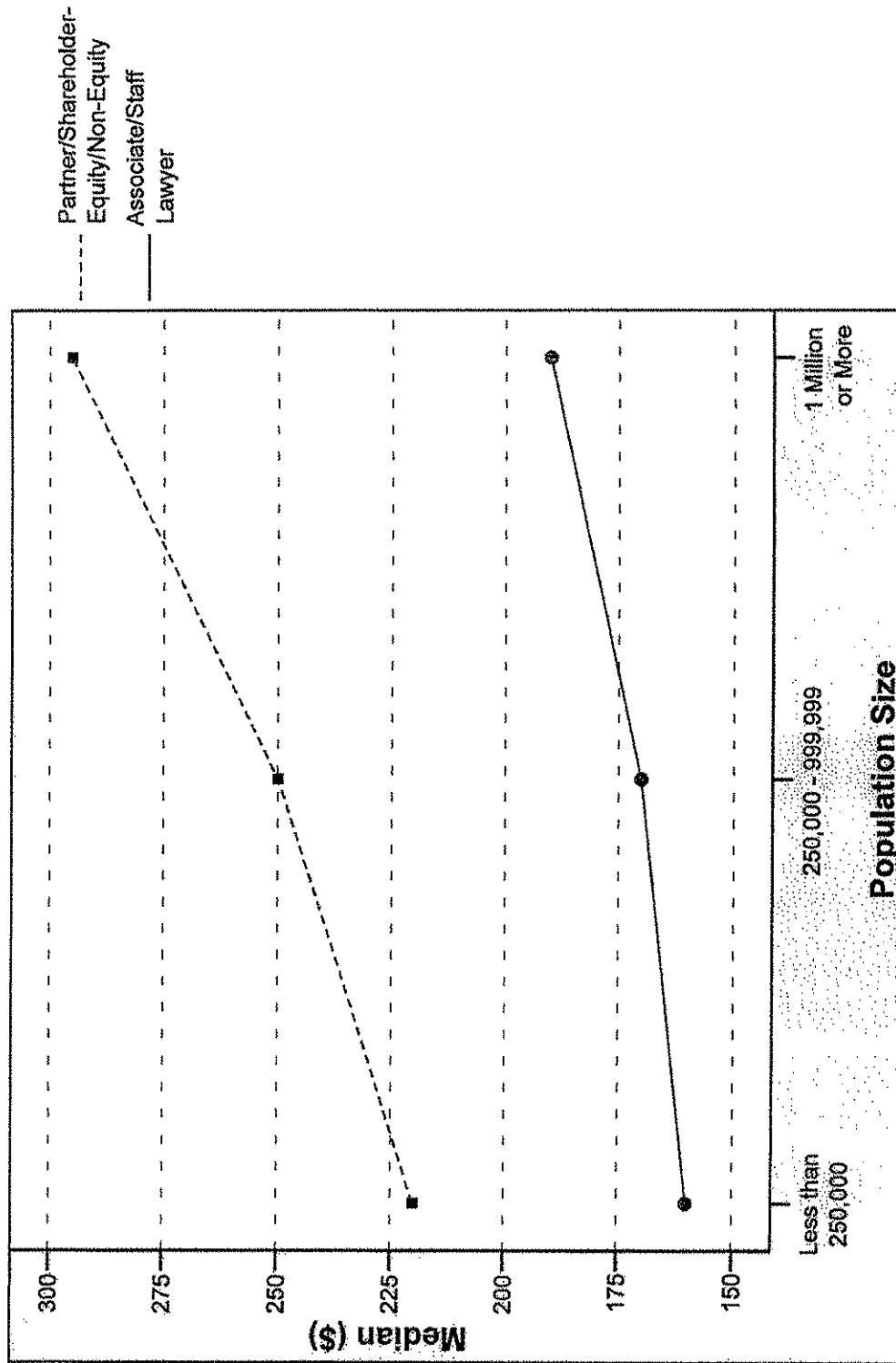
Firm Size/Years of Experience		Number of Offices	RATE					
			Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Under 9 Lawyers	Under 2 Years	14	19	144	100	125	175	225
	2 or 3 Years	13	14	177	—	158	—	—
	4 or 5 Years	17	20	170	135	155	199	248
	6 or 7 Years	7	7	183	—	—	—	—
	8 to 10 Years	13	15	201	—	195	—	—
	11 to 15 Years	19	27	200	175	190	225	285
	16 to 20 Years	18	20	220	170	213	249	323
	21 to 30 Years	32	60	229	183	223	250	300
	31 or More Years	26	43	245	190	240	275	332
9 to 20 Lawyers	Under 2 Years	58	102	141	116	140	160	175
	2 or 3 Years	63	113	158	138	155	175	195
	4 or 5 Years	55	106	170	140	164	195	225
	6 or 7 Years	53	77	178	152	175	200	236
	8 to 10 Years	58	96	198	166	195	225	252
	11 to 15 Years	70	144	217	175	205	250	300
	16 to 20 Years	56	101	231	185	227	275	314
	21 to 30 Years	72	230	250	205	250	290	335
	31 or More Years	62	136	257	206	250	300	342
21 to 40 Lawyers	Under 2 Years	76	204	148	125	150	169	180
	2 or 3 Years	82	199	156	135	150	175	190
	4 or 5 Years	89	230	170	145	165	190	220
	6 or 7 Years	80	189	189	165	185	215	250
	8 to 10 Years	90	253	204	175	195	235	270
	11 to 15 Years	90	323	221	185	225	260	285
	16 to 20 Years	91	301	238	195	235	285	315
	21 to 30 Years	101	566	251	200	250	300	335
	31 or More Years	86	309	273	223	265	325	360

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**FIRM SIZE BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

Firm Size/Years of Experience	Number of Offices	RATE					
		Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
41 to 75 Lawyers	Under 2 Years	84	145	125	140	159	190
	2 or 3 Years	90	162	140	150	180	215
	4 or 5 Years	88	182	150	175	195	240
	6 or 7 Years	88	197	160	190	215	260
	8 to 10 Years	90	210	175	200	235	275
	11 to 15 Years	98	224	185	220	260	300
	16 to 20 Years	105	247	210	240	280	325
	21 to 30 Years	105	271	225	260	300	360
	31 or More Years	89	277	230	270	310	365
76 to 150 Lawyers	Under 2 Years	64	164	141	160	180	205
	2 or 3 Years	78	176	150	175	195	230
	4 or 5 Years	82	196	170	195	225	245
	6 or 7 Years	87	214	185	210	245	283
	8 to 10 Years	94	240	205	240	275	310
	11 to 15 Years	98	265	225	270	300	350
	16 to 20 Years	89	291	240	295	340	390
	21 to 30 Years	105	325	280	325	375	420
	31 or More Years	80	334	280	325	395	440
Over 150 Lawyers	Under 2 Years	71	176	145	165	215	235
	2 or 3 Years	81	196	155	180	216	275
	4 or 5 Years	78	213	175	195	235	340
	6 or 7 Years	85	234	185	210	265	390
	8 to 10 Years	89	252	205	235	289	360
	11 to 15 Years	104	273	220	260	307	415
	16 to 20 Years	98	308	256	295	350	435
	21 to 30 Years	108	324	275	315	360	425
	31 or More Years	83	355	296	343	394	495

MEDIAN STANDARD HOURLY RATE BY POPULATION SIZE



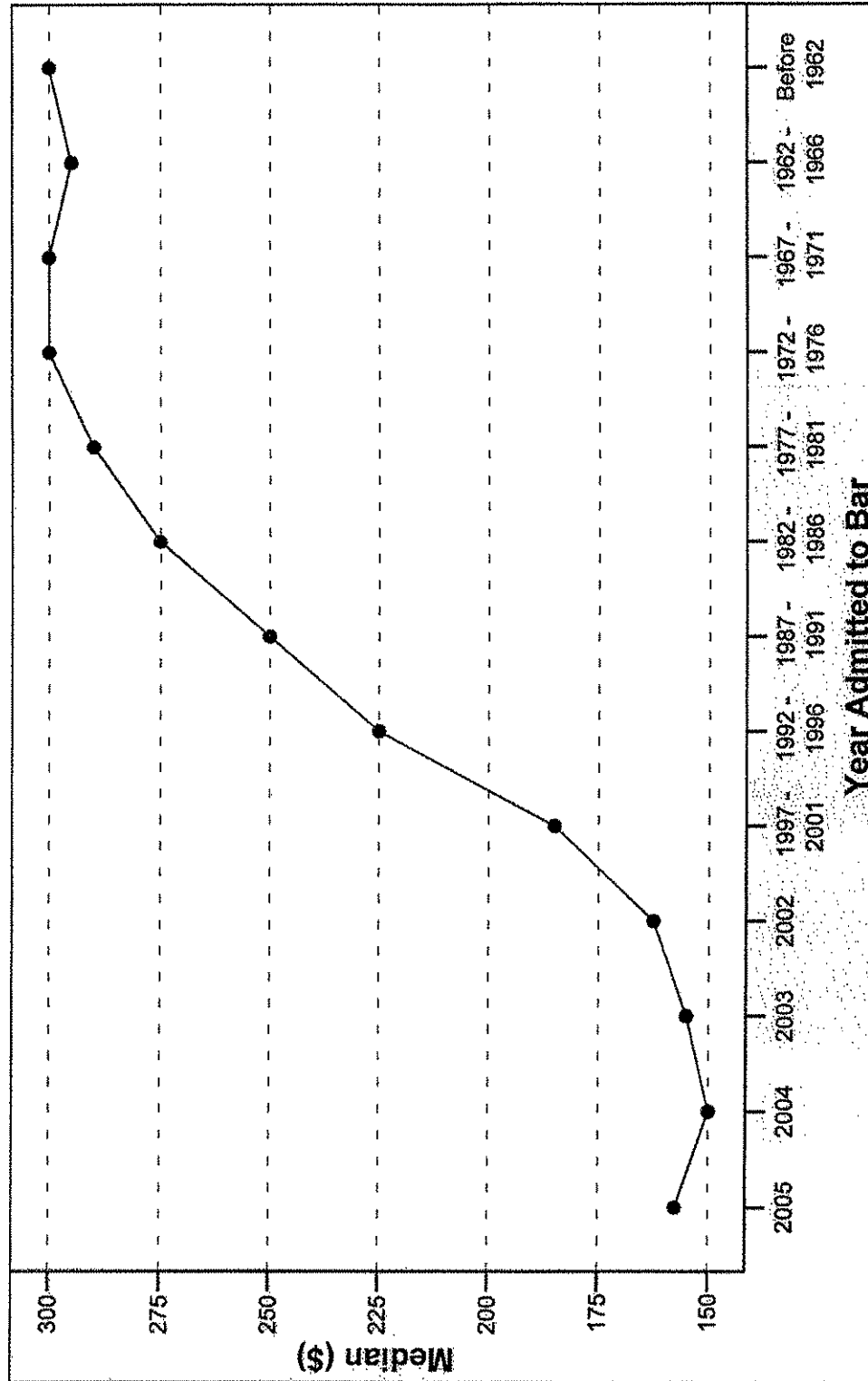
**POPULATION SIZE
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

Population Size/Status		Number of Offices	RATE					
			Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Less than 250,000	Equity Partner/Shareholder	100	630	229	190	225	265	315
	Non-Equity Partner	48	134	227	194	220	250	308
	Associate/Staff Lawyer	95	445	163	135	160	188	210
250,000 - 999,999	Equity Partner/Shareholder	215	2,572	259	215	250	300	350
	Non-Equity Partner	110	426	238	205	240	270	305
	Associate/Staff Lawyer	202	1,892	174	143	170	195	230
1 Million or More	Equity Partner/Shareholder	275	3,869	313	260	305	360	425
	Non-Equity Partner	203	1,266	272	216	270	320	375
	Associate/Staff Lawyer	292	4,548	197	155	190	225	275

**POPULATION SIZE BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

Population Size/Years of Experience	Number of Offices	RATE					
		Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Less than 250,000	Under 2 Years	95	136	115	135	155	171
	2 or 3 Years	92	150	130	150	170	185
	4 or 5 Years	99	166	140	160	195	210
	6 or 7 Years	85	179	158	185	200	215
	8 to 10 Years	99	196	165	200	225	250
	11 to 15 Years	157	212	175	205	250	275
	16 to 20 Years	152	230	190	225	275	309
	21 to 30 Years	268	232	195	225	275	316
	31 or More Years	157	244	195	225	280	340
	Under 2 Years	382	145	125	140	160	180
250,000 - 999,999	2 or 3 Years	410	158	140	150	175	195
	4 or 5 Years	419	176	150	170	196	225
	6 or 7 Years	339	193	170	185	210	250
	8 to 10 Years	447	212	175	205	240	278
	11 to 15 Years	594	227	190	220	256	300
	16 to 20 Years	575	248	210	240	285	325
	21 to 30 Years	1,107	268	225	260	305	350
	31 or More Years	593	278	235	275	318	363
	Under 2 Years	878	166	140	160	190	215
	2 or 3 Years	964	183	150	175	205	250
1 Million or More	4 or 5 Years	912	201	165	190	225	275
	6 or 7 Years	808	219	175	210	250	300
	8 to 10 Years	945	238	190	230	270	325
	11 to 15 Years	1,212	260	210	255	300	350
	16 to 20 Years	1,109	289	235	285	335	400
	21 to 30 Years	1,841	315	265	310	360	425
	31 or More Years	939	333	275	325	380	450
	Under 2 Years	1,107	268	225	260	305	350
	2 or 3 Years	1,107	268	225	260	305	350
	4 or 5 Years	1,107	268	225	260	305	350

MEDIAN STANDARD HOURLY RATE BY YEAR ADMITTED TO BAR **ALL LAWYERS**



**YEAR ADMITTED TO BAR
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

Year Admitted to Bar	Number of Offices	RATE					
		Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Before 1962	129	212	314	250	300	350	450
1962 - 1966	196	337	305	240	295	350	420
1967 - 1971	293	658	303	245	300	350	410
1972 - 1976	406	1,335	301	245	300	350	415
1977 - 1981	442	1,684	292	235	290	340	396
1982 - 1986	455	1,853	277	225	275	325	375
1987 - 1991	470	1,804	256	205	250	295	350
1992 - 1996	495	2,332	233	185	225	270	320
1997 - 2001	520	3,410	195	160	185	220	265
2002	303	718	170	140	163	188	225
2003	301	757	162	135	155	180	216
2004	244	574	154	125	150	175	210
2005	19	24	162	126	158	190	210

**YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

Years of Experience	Number of Offices	RATE					
		Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Under 2 Years	367	1,355	158	130	150	180	215
2 or 3 Years	407	1,466	174	145	165	195	230
4 or 5 Years	409	1,430	191	160	185	215	250
6 or 7 Years	400	1,232	209	170	200	230	285
8 to 10 Years	434	1,491	227	185	220	260	309
11 to 15 Years	479	1,963	246	199	240	285	335
16 to 20 Years	457	1,836	271	220	265	315	375
21 to 30 Years	523	3,216	292	235	290	337	398
31 or More Years	426	1,689	305	250	300	350	420

**INDIVIDUAL NON-LITIGATION SPECIALTIES
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

Specialty/Status	Number of Offices		RATE					
			Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Administrative	48	Partner/Shareholder-Equity/Non-Equity	113	308	273	310	348	388
	20	Associate/Staff Lawyer	48	201	181	193	215	246
Banking	66	Partner/Shareholder-Equity/Non-Equity	119	287	240	285	330	375
	27	Associate/Staff Lawyer	58	193	154	178	236	271
Bankruptcy	72	Partner/Shareholder-Equity/Non-Equity	131	301	250	300	350	375
	47	Associate/Staff Lawyer	93	191	155	190	220	256
Collections	5	Partner/Shareholder-Equity/Non-Equity	5	--	--	--	--	--
	2	Associate/Staff Lawyer	3	--	--	--	--	--
Comm'l./Contract	64	Partner/Shareholder-Equity/Non-Equity	188	321	250	305	358	465
	46	Associate/Staff Lawyer	145	207	170	195	235	282
Education	7	Partner/Shareholder-Equity/Non-Equity	14	245	--	245	--	--
	6	Associate/Staff Lawyer	13	210	--	215	--	--
Employee Benefits	73	Partner/Shareholder-Equity/Non-Equity	133	323	260	310	380	456
	32	Associate/Staff Lawyer	55	238	185	235	275	356
Employment	82	Partner/Shareholder-Equity/Non-Equity	164	278	240	275	315	357
	50	Associate/Staff Lawyer	115	190	165	189	210	234
Environmental	67	Partner/Shareholder-Equity/Non-Equity	147	294	250	290	325	411
	30	Associate/Staff Lawyer	67	189	160	175	210	253
Family/Domestic Law	20	Partner/Shareholder-Equity/Non-Equity	34	273	225	260	313	388
	16	Associate/Staff Lawyer	26	215	164	203	241	339
General Business	188	Partner/Shareholder-Equity/Non-Equity	567	284	235	280	325	365
	140	Associate/Staff Lawyer	402	180	150	175	200	230
Health Care	80	Partner/Shareholder-Equity/Non-Equity	177	293	240	285	350	400
	43	Associate/Staff Lawyer	90	205	160	185	236	298
Insurance	22	Partner/Shareholder-Equity/Non-Equity	37	235	180	231	301	321
	12	Associate/Staff Lawyer	17	192	158	180	223	288

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**INDIVIDUAL NON-LITIGATION SPECIALTIES
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

Specialty/Status		Number of Offices	RATE					
			Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Intellectual Property	Partner/Shareholder-Equity/Non-Equity	67	185	332	273	325	395	447
	Associate/Staff Lawyer	55	187	231	190	220	270	328
	Partner/Shareholder-Equity/Non-Equity	11	15	300	—	295	—	—
	Associate/Staff Lawyer	6	6	—	—	—	—	—
Labor-Mgmt.	Partner/Shareholder-Equity/Non-Equity	63	224	306	260	305	340	385
	Associate/Staff Lawyer	45	139	223	190	220	260	285
Labor-Union	Partner/Shareholder-Equity/Non-Equity	4	25	—	—	—	—	—
	Associate/Staff Lawyer	5	27	179	145	175	205	230
Maritime	Partner/Shareholder-Equity/Non-Equity	3	16	—	—	—	—	—
	Associate/Staff Lawyer	4	10	—	—	—	—	—
Mergers/Acquisitions	Partner/Shareholder-Equity/Non-Equity	39	72	317	263	303	360	435
	Associate/Staff Lawyer	17	32	219	186	205	235	306
Municipal Finance	Partner/Shareholder-Equity/Non-Equity	49	140	355	278	338	450	525
	Associate/Staff Lawyer	34	92	231	200	230	271	310
Natural Resources	Partner/Shareholder-Equity/Non-Equity	13	25	289	223	295	340	395
	Associate/Staff Lawyer	4	7	—	—	—	—	—
Real Estate	Partner/Shareholder-Equity/Non-Equity	205	576	287	236	285	325	365
	Associate/Staff Lawyer	127	348	196	160	190	220	260
Securities	Partner/Shareholder-Equity/Non-Equity	57	130	347	275	325	416	495
	Associate/Staff Lawyer	27	94	226	180	215	266	308
Taxation	Partner/Shareholder-Equity/Non-Equity	106	174	308	250	290	350	425
	Associate/Staff Lawyer	70	104	207	175	190	225	280
Trusts/Estates/Probate	Partner/Shareholder-Equity/Non-Equity	188	354	266	225	254	300	350
	Associate/Staff Lawyer	113	172	188	160	180	210	250
Utilities	Partner/Shareholder-Equity/Non-Equity	19	29	286	225	260	345	425
	Associate/Staff Lawyer	6	11	207	—	200	—	—

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**INDIVIDUAL NON-LITIGATION SPECIALTIES
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

Specialty/Status	Number of Offices	Number of Lawyers	RATE				
			Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Other Non-litigation		56	287	230	275	330	397
		36	193	158	195	225	250
Multiple Non-litigation		88	272	215	260	315	365
		72	180	150	175	200	230

INDIVIDUAL NON-LITIGATION SPECIALTIES BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005

Specialty/Years of Experience	Number of Offices	RATE					
		Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Administrative	Under 2 Years	7	173	--	175	--	--
	4 or 5 Years	9	203	--	195	--	--
	8 to 10 Years	11	265	--	245	--	--
	11 to 15 Years	12	267	225	260	293	400
	16 to 20 Years	15	291	250	300	325	348
	21 to 30 Years	32	319	285	320	350	385
	31 or More Years	14	304	243	320	363	425
Banking	Under 2 Years	10	143	--	145	--	--
	2 or 3 Years	7	178	--	168	--	--
	4 or 5 Years	9	199	--	195	--	--
	6 or 7 Years	6	236	--	--	--	--
	8 to 10 Years	10	236	--	228	--	--
	11 to 15 Years	14	267	--	270	--	--
	16 to 20 Years	21	278	230	280	310	350
Bankruptcy	21 to 30 Years	46	302	260	300	335	385
	31 or More Years	15	284	248	268	330	372
	Under 2 Years	15	153	121	153	178	226
	2 or 3 Years	18	174	154	175	190	204
	4 or 5 Years	19	197	180	195	220	247
	6 or 7 Years	16	246	210	225	265	383
	8 to 10 Years	13	245	--	250	--	--
	11 to 15 Years	25	278	230	280	339	362
	16 to 20 Years	27	292	240	300	350	370
	21 to 30 Years	41	309	260	313	353	375
	31 or More Years	13	322	--	325	--	--

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INDIVIDUAL NON-LITIGATION SPECIALTIES BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005

Specialty/Years of Experience		Number of Offices	RATE					
			Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Comm'l./Contract	Under 2 Years	14	28	174	141	170	210	235
	2 or 3 Years	21	36	195	165	175	213	275
	4 or 5 Years	22	28	197	166	188	210	263
	6 or 7 Years	15	23	223	190	225	240	273
	8 to 10 Years	19	31	256	210	245	284	386
	11 to 15 Years	20	37	305	248	284	343	479
	16 to 20 Years	28	36	320	261	303	362	443
	21 to 30 Years	33	64	321	267	308	349	431
	31 or More Years	34	46	343	260	325	395	504
	Under 2 Years	8	11	188	--	185	--	--
Employee Benefits	2 or 3 Years	9	10	195	--	--	--	--
	4 or 5 Years	10	13	276	--	275	--	--
	6 or 7 Years	13	13	269	--	250	--	--
	8 to 10 Years	12	15	300	--	300	--	--
	11 to 15 Years	22	24	269	214	255	290	450
	16 to 20 Years	24	28	308	250	300	354	426
	21 to 30 Years	42	58	336	274	318	391	460
	31 or More Years	15	16	367	--	355	--	--
	Under 2 Years	15	19	158	140	160	172	200
	2 or 3 Years	13	15	163	--	170	--	--
Employment	4 or 5 Years	16	25	199	178	195	220	235
	6 or 7 Years	21	27	203	185	200	210	244
	8 to 10 Years	17	22	216	188	215	250	255
	11 to 15 Years	36	45	243	218	250	280	312
	16 to 20 Years	23	29	268	225	275	300	315
	21 to 30 Years	44	68	295	250	290	325	415
	31 or More Years	21	21	307	268	310	338	368

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INDIVIDUAL NON-LITIGATION SPECIALTIES BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
 As of January 1, 2005

Specialty/Years of Experience	Number of Offices	RATE					
		Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Environmental	Under 2 Years	11	166	—	153	—	—
	2 or 3 Years	14	172	160	170	180	190
	4 or 5 Years	11	189	—	180	—	—
	6 or 7 Years	11	199	—	180	—	—
	8 to 10 Years	13	239	200	215	260	450
	11 to 15 Years	20	257	220	255	280	341
	16 to 20 Years	26	308	275	295	305	447
	21 to 30 Years	37	308	250	300	360	416
	31 or More Years	19	316	258	300	353	431
	8 to 10 Years	9	234	—	—	—	—
Family/Domestic Law	11 to 15 Years	10	238	—	240	—	—
	16 to 20 Years	8	233	—	—	—	—
	21 to 30 Years	7	294	—	320	—	—
	31 or More Years	7	326	—	—	—	—
	Under 2 Years	59	144	130	143	160	168
General Business	2 or 3 Years	62	168	150	165	185	200
	4 or 5 Years	59	185	160	185	200	225
	6 or 7 Years	58	201	176	200	219	237
	8 to 10 Years	60	233	205	230	250	292
	11 to 15 Years	67	243	200	240	285	315
	16 to 20 Years	70	280	240	278	325	350
	21 to 30 Years	112	288	250	290	330	360
	31 or More Years	89	312	265	300	350	416
	8 to 10 Years	9	234	—	—	—	—
	11 to 15 Years	10	238	—	240	—	—

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INDIVIDUAL NON-LITIGATION SPECIALTIES BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005

Specialty/Years of Experience	Number of Offices	RATE					
		Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Health Care	Under 2 Years	13	157	—	155	—	—
	2 or 3 Years	16	174	155	173	180	208
	4 or 5 Years	11	190	—	180	—	—
	6 or 7 Years	14	229	—	213	—	—
	8 to 10 Years	13	247	204	240	284	351
	11 to 15 Years	30	246	214	248	275	297
	16 to 20 Years	27	279	223	280	328	390
	21 to 30 Years	48	316	265	310	360	405
	31 or More Years	28	305	245	315	372	415
	11 to 15 Years	7	192	—	—	—	—
Insurance	21 to 30 Years	11	257	—	258	—	—
	31 or More Years	8	262	—	—	—	—
	Under 2 Years	15	187	163	180	218	235
Intellectual Property	2 or 3 Years	26	211	164	210	250	310
	4 or 5 Years	34	239	205	225	265	344
	6 or 7 Years	24	269	200	243	346	390
	8 to 10 Years	20	290	238	280	339	425
	11 to 15 Years	26	317	275	300	375	390
	16 to 20 Years	21	341	280	340	408	450
	21 to 30 Years	30	344	265	345	420	453
	31 or More Years	22	346	271	345	406	481

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INDIVIDUAL NON-LITIGATION SPECIALTIES BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005

Specialty/Years of Experience	Number of Offices	RATE				
		Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$
Labor-Mgmt.	Under 2 Years	16	24	199	180	195
	2 or 3 Years	18	27	207	175	225
	4 or 5 Years	17	23	218	175	220
	6 or 7 Years	19	26	244	204	253
	8 to 10 Years	30	46	247	208	250
	11 to 15 Years	29	45	285	260	285
	16 to 20 Years	27	48	295	260	293
	21 to 30 Years	42	79	303	255	310
	31 or More Years	30	44	348	306	340
	4 or 5 Years	7	8	218	—	—
Mergers/Acquisitions	6 or 7 Years	10	10	249	—	—
	8 to 10 Years	9	9	247	—	—
	11 to 15 Years	11	13	297	—	295
	16 to 20 Years	13	17	287	249	280
	21 to 30 Years	22	24	341	276	343
	31 or More Years	11	12	345	—	325
	Under 2 Years	5	15	199	—	200
	2 or 3 Years	9	20	214	175	230
	4 or 5 Years	10	13	231	—	215
	6 or 7 Years	15	20	242	201	273
Municipal Finance	8 to 10 Years	10	14	261	—	244
	11 to 15 Years	14	18	285	219	288
	16 to 20 Years	15	24	365	254	388
	21 to 30 Years	35	71	363	290	335
	31 or More Years	18	35	349	275	335
	21 to 30 Years	10	12	297	—	310
	31 or More Years	6	8	282	—	—
	Under 2 Years	5	15	199	—	200
	2 or 3 Years	9	20	214	175	230
	4 or 5 Years	10	13	231	—	215
Natural Resources	6 or 7 Years	15	20	242	201	273
	8 to 10 Years	10	14	261	—	244
	11 to 15 Years	14	18	285	219	288
	16 to 20 Years	15	24	365	254	388
	21 to 30 Years	35	71	363	290	335
	31 or More Years	18	35	349	275	335
	21 to 30 Years	10	12	297	—	310
	31 or More Years	6	8	282	—	—
	Under 2 Years	5	15	199	—	200
	2 or 3 Years	9	20	214	175	230
	4 or 5 Years	10	13	231	—	215
	6 or 7 Years	15	20	242	201	273
	8 to 10 Years	10	14	261	—	244
	11 to 15 Years	14	18	285	219	288
	16 to 20 Years	15	24	365	254	388
	21 to 30 Years	35	71	363	290	335
	31 or More Years	18	35	349	275	335
	21 to 30 Years	10	12	297	—	310
	31 or More Years	6	8	282	—	—

(continued on next page)

INDIVIDUAL NON-LITIGATION SPECIALTIES BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005

Specialty/Years of Experience	Number of Offices	RATE				
		Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$
Real Estate	Under 2 Years	39	160	140	150	165
	2 or 3 Years	48	176	153	175	195
	4 or 5 Years	43	189	170	195	205
	6 or 7 Years	41	212	185	205	240
	8 to 10 Years	54	226	200	225	250
	11 to 15 Years	81	254	215	250	278
	16 to 20 Years	87	278	230	275	318
	21 to 30 Years	141	288	245	290	325
	31 or More Years	89	310	255	315	350
	Under 2 Years	6	203	180	215	215
Securities	2 or 3 Years	10	214	175	205	235
	4 or 5 Years	12	243	200	240	275
	6 or 7 Years	15	233	175	205	261
	8 to 10 Years	18	292	221	285	350
	11 to 15 Years	15	341	264	325	421
	16 to 20 Years	16	376	304	375	458
	21 to 30 Years	34	331	271	303	363
	31 or More Years	18	364	275	330	431
	Under 2 Years	14	172	148	170	203
	2 or 3 Years	23	180	153	175	185
Taxation	4 or 5 Years	15	197	-	190	-
	6 or 7 Years	20	233	186	225	280
	8 to 10 Years	24	234	196	223	250
	11 to 15 Years	21	276	225	265	300
	16 to 20 Years	21	296	256	293	315
	21 to 30 Years	63	311	260	300	350
	31 or More Years	36	340	260	325	391
	Under 2 Years	18	331	271	303	363
	2 or 3 Years	26	364	275	330	431
	4 or 5 Years	17	172	148	170	203
	6 or 7 Years	24	180	153	175	185
	8 to 10 Years	15	197	-	190	-
	11 to 15 Years	20	233	186	225	280
	16 to 20 Years	24	234	196	223	250
	21 to 30 Years	21	276	225	265	300
	31 or More Years	21	296	256	293	315
	Under 2 Years	63	311	260	300	350
	2 or 3 Years	36	340	260	325	391

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INDIVIDUAL NON-LITIGATION SPECIALTIES BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005

Specialty/Years of Experience	Number of Offices	RATE					
		Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Trusts/Estates/Probate	Under 2 Years	24	149	130	140	173	180
	2 or 3 Years	29	166	140	163	180	217
	4 or 5 Years	39	183	163	175	195	210
	6 or 7 Years	28	193	170	190	210	241
	8 to 10 Years	35	218	186	205	225	265
	11 to 15 Years	42	244	203	230	275	330
	16 to 20 Years	55	258	225	260	286	311
	21 to 30 Years	114	274	230	260	310	357
	31 or More Years	83	276	230	270	315	360
	21 to 30 Years	8	282	—	—	—	—
Utilities	31 or More Years	9	327	—	—	—	—
	Under 2 Years	8	143	—	140	—	—
Other Non-litigation	2 or 3 Years	7	155	—	—	—	—
	4 or 5 Years	10	202	—	195	—	—
	6 or 7 Years	8	235	—	—	—	—
	8 to 10 Years	16	221	193	210	245	299
	11 to 15 Years	18	238	210	244	270	309
	16 to 20 Years	21	285	235	265	300	421
	21 to 30 Years	28	287	218	295	343	408
	31 or More Years	23	300	258	290	351	419

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INDIVIDUAL NON-LITIGATION SPECIALTIES BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005

Specialty/Years of Experience		Number of Offices	RATE					
			Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Multiple Non-litigation	Under 2 Years	24	30	157	140	150	175	200
	2 or 3 Years	26	39	157	135	155	175	195
	4 or 5 Years	29	43	183	155	175	210	223
	6 or 7 Years	15	18	193	169	185	210	236
	8 to 10 Years	32	39	221	175	215	260	270
	11 to 15 Years	36	44	240	199	220	275	323
	16 to 20 Years	28	38	262	204	250	316	377
	21 to 30 Years	57	84	293	243	283	339	398
	31 or More Years	49	74	274	220	270	315	363

**INDIVIDUAL LITIGATION SPECIALTIES
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

Specialty/Status		Number of Offices	RATE					Ninth Decile \$
			Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	
Antitrust	Partner/Shareholder-Equity/Non-Equity	10	16	370	—	380	—	—
	Associate/Staff Lawyer	4	4	—	—	—	—	—
Bankruptcy	Partner/Shareholder-Equity/Non-Equity	59	80	281	240	275	324	359
	Associate/Staff Lawyer	33	57	194	165	185	220	261
Collections	Partner/Shareholder-Equity/Non-Equity	16	24	224	200	220	250	280
	Associate/Staff Lawyer	12	19	168	150	160	180	210
Comm'l./Contract	Partner/Shareholder-Equity/Non-Equity	127	439	265	225	250	300	350
	Associate/Staff Lawyer	107	384	180	150	175	200	235
Criminal	Partner/Shareholder-Equity/Non-Equity	23	30	306	229	305	376	450
	Associate/Staff Lawyer	9	15	208	—	200	—	—
Educational	Partner/Shareholder-Equity/Non-Equity	6	6	—	—	—	—	—
	Associate/Staff Lawyer	4	5	—	—	—	—	—
Insured Defense	Partner/Shareholder-Equity/Non-Equity	139	536	184	144	175	223	257
	Associate/Staff Lawyer	111	690	138	117	135	150	175
Self-Insured Defense	Partner/Shareholder-Equity/Non-Equity	8	20	208	185	200	216	248
	Associate/Staff Lawyer	6	36	147	129	145	163	175
Employee Benefits	Partner/Shareholder-Equity/Non-Equity	7	14	348	—	305	—	—
	Associate/Staff Lawyer	5	7	283	—	—	—	—
Employment	Partner/Shareholder-Equity/Non-Equity	116	227	265	220	260	310	346
	Associate/Staff Lawyer	68	148	190	155	190	219	250
Environmental	Partner/Shareholder-Equity/Non-Equity	55	91	263	225	270	310	352
	Associate/Staff Lawyer	20	44	185	140	175	215	263
Family & Domestic Law	Partner/Shareholder-Equity/Non-Equity	36	49	263	220	245	315	350
	Associate/Staff Lawyer	18	29	179	150	175	193	260
Health Care	Partner/Shareholder-Equity/Non-Equity	45	95	239	190	225	270	338
	Associate/Staff Lawyer	29	66	165	135	160	182	222

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**INDIVIDUAL LITIGATION SPECIALTIES
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

Specialty/Status		Number of Offices	RATE					
			Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Intellectual Property	Partner/Shareholder-Equity/Non-Equity	26	65	335	298	330	383	440
	Associate/Staff Lawyer	12	35	222	195	220	245	274
International	Partner/Shareholder-Equity/Non-Equity	2	2	—	—	—	—	—
Labor-Mgmt	Partner/Shareholder-Equity/Non-Equity	43	97	272	225	260	300	382
	Associate/Staff Lawyer	22	56	201	160	185	220	319
Labor-Union	Partner/Shareholder-Equity/Non-Equity	5	7	284	—	—	—	—
	Associate/Staff Lawyer	1	2	—	—	—	—	—
Maritime	Partner/Shareholder-Equity/Non-Equity	12	33	248	213	235	283	315
	Associate/Staff Lawyer	3	8	—	—	—	—	—
Natural Resources	Partner/Shareholder-Equity/Non-Equity	15	39	257	220	250	275	330
	Associate/Staff Lawyer	4	9	—	—	—	—	—
Personal Injury	Partner/Shareholder-Equity/Non-Equity	68	146	240	190	235	295	330
	Associate/Staff Lawyer	26	94	171	140	175	195	225
Products Liability	Partner/Shareholder-Equity/Non-Equity	54	183	255	210	240	305	345
	Associate/Staff Lawyer	27	172	177	145	175	200	225
Real Estate	Partner/Shareholder-Equity/Non-Equity	35	49	283	238	290	330	360
	Associate/Staff Lawyer	26	42	201	169	205	225	261
Securities	Partner/Shareholder-Equity/Non-Equity	16	33	331	255	300	420	446
	Associate/Staff Lawyer	12	24	198	165	195	225	270
Taxation	Partner/Shareholder-Equity/Non-Equity	13	21	339	260	325	413	470
	Associate/Staff Lawyer	10	15	211	—	210	—	—
Trusts/Estates/Probate	Partner/Shareholder-Equity/Non-Equity	21	24	280	250	288	322	368
	Associate/Staff Lawyer	11	17	210	163	225	248	290
Workers' Compensation	Partner/Shareholder-Equity/Non-Equity	53	114	166	135	146	200	240
	Associate/Staff Lawyer	47	102	133	114	126	154	180

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**INDIVIDUAL LITIGATION SPECIALTIES
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

Specialty/Status		Number of Offices	RATE					Ninth Decile \$
			Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	
Other Litigation	Partner/Shareholder-Equity/Non-Equity	94	271	261	213	260	300	340
	Associate/Staff Lawyer	71	265	182	145	180	205	232
Multiple Litigation	Partner/Shareholder-Equity/Non-Equity	272	1,384	294	225	280	340	450
	Associate/Staff Lawyer	243	1,329	197	155	185	225	275

**INDIVIDUAL LITIGATION SPECIALTIES BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

Specialty/Years of Experience		Number of Offices	RATE					
			Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Antitrust	21 to 30 Years	7	11	368	--	390	--	--
	Under 2 Years	7	8	178	--	--	--	--
Bankruptcy	2 or 3 Years	9	9	164	--	--	--	--
	4 or 5 Years	16	17	180	160	175	185	244
	8 to 10 Years	11	13	208	--	190	--	--
	11 to 15 Years	15	16	276	--	275	--	--
	16 to 20 Years	21	25	274	238	255	318	358
	21 to 30 Years	27	33	293	250	290	325	409
	31 or More Years	8	8	278	--	--	--	--
	16 to 20 Years	9	10	216	--	--	--	--
Collections	Under 2 Years	48	93	147	125	150	160	180
	2 or 3 Years	51	91	170	150	170	185	205
	4 or 5 Years	50	85	193	165	185	220	240
	6 or 7 Years	44	60	197	175	198	210	230
	8 to 10 Years	49	78	230	200	225	242	297
	11 to 15 Years	60	114	241	202	235	275	300
	16 to 20 Years	59	84	260	221	250	289	345
	21 to 30 Years	80	145	277	234	270	308	389
Comm'l./Contract	31 or More Years	50	69	289	248	290	328	375
	21 to 30 Years	9	12	320	--	300	--	--
	31 or More Years	11	11	322	--	325	--	--
Criminal								

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INDIVIDUAL LITIGATION SPECIALTIES BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005

Specialty/Years of Experience		Number of Offices	RATE					
			Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Insured Defense	Under 2 Years	59	138	129	115	125	140	155
	2 or 3 Years	60	141	132	115	131	150	157
	4 or 5 Years	55	131	132	115	133	145	173
	6 or 7 Years	49	125	150	125	145	165	200
	8 to 10 Years	60	119	154	132	147	175	200
	11 to 15 Years	79	172	168	140	165	195	227
	16 to 20 Years	62	142	174	135	166	210	240
	21 to 30 Years	79	172	190	145	175	225	275
	31 or More Years	57	81	203	155	197	250	293
	21 to 30 Years	6	7	234	--	--	--	--
Employment	Under 2 Years	18	26	159	124	168	190	197
	2 or 3 Years	21	33	168	143	170	195	206
	4 or 5 Years	29	34	191	159	185	217	239
	6 or 7 Years	32	39	214	190	220	240	270
	8 to 10 Years	39	53	230	198	235	270	289
	11 to 15 Years	43	55	251	210	250	287	325
	16 to 20 Years	33	42	266	220	255	310	343
	21 to 30 Years	61	74	281	239	280	325	363
	31 or More Years	17	18	302	258	330	353	388
	Under 2 Years	6	8	147	--	--	--	--
Environmental	2 or 3 Years	6	9	154	--	--	--	--
	4 or 5 Years	7	10	179	--	--	--	--
	8 to 10 Years	6	7	199	--	--	--	--
	11 to 15 Years	16	22	222	159	225	270	315
	16 to 20 Years	23	26	268	236	270	304	340
	21 to 30 Years	27	32	268	231	273	325	369
	31 or More Years	14	15	305	--	300	--	--

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INDIVIDUAL LITIGATION SPECIALTIES BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005

Specialty/Years of Experience		Number of Offices	RATE					
			Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Family & Domestic Law	4 or 5 Years	8	8	183	--	--	--	--
	8 to 10 Years	12	13	225	--	225	--	--
	11 to 15 Years	9	9	223	--	--	--	--
	16 to 20 Years	9	10	268	--	--	--	--
	21 to 30 Years	16	16	257	--	240	--	--
	31 or More Years	11	11	283	--	270	--	--
	Under 2 Years	7	13	140	--	135	--	--
Health Care	2 or 3 Years	10	12	143	--	145	--	--
	4 or 5 Years	11	14	169	--	168	--	--
	6 or 7 Years	7	9	189	--	--	--	--
	8 to 10 Years	9	12	183	--	170	--	--
	11 to 15 Years	23	32	217	179	223	234	274
	16 to 20 Years	18	22	238	198	233	270	324
	21 to 30 Years	22	30	246	195	217	276	364
Intellectual Property	31 or More Years	13	15	268	--	240	--	--
	Under 2 Years	6	9	183	--	--	--	--
	4 or 5 Years	5	8	230	--	--	--	--
	6 or 7 Years	8	13	260	--	260	--	--
	8 to 10 Years	7	12	295	--	313	--	--
	11 to 15 Years	8	17	331	280	330	380	421
	16 to 20 Years	12	17	311	238	330	370	400
21 to 30 Years		12	16	380	--	388	--	--

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**INDIVIDUAL LITIGATION SPECIALTIES BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

Specialty/Years of Experience	Number of Offices	RATE				
		Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$
Labor-Mgmt.	Under 2 Years	7	10	157	—	—
	2 or 3 Years	8	9	186	—	—
	4 or 5 Years	10	12	200	190	—
	6 or 7 Years	13	15	223	195	—
	8 to 10 Years	9	14	225	225	—
	11 to 15 Years	20	26	243	238	271
	16 to 20 Years	14	19	254	245	285
	21 to 30 Years	19	29	309	295	380
	31 or More Years	15	19	284	260	330
	21 to 30 Years	7	9	258	—	—
Maritime	31 or More Years	7	10	273	—	—
	16 to 20 Years	5	7	255	—	—
	21 to 30 Years	9	20	261	245	279
Natural Resources	31 or More Years	7	7	283	—	—
	Under 2 Years	10	19	138	125	150
	2 or 3 Years	14	24	156	128	175
Personal Injury	6 or 7 Years	13	22	191	169	233
	8 to 10 Years	15	20	190	150	215
	11 to 15 Years	23	35	221	177	275
	16 to 20 Years	16	27	229	195	275
	21 to 30 Years	36	55	253	200	310
	31 or More Years	21	24	256	206	300

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**INDIVIDUAL LITIGATION SPECIALTIES BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

Specialty/Years of Experience		Number of Offices	RATE					
			Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Products Liability	Under 2 Years	12	34	161	140	163	180	193
	2 or 3 Years	14	34	171	137	172	195	225
	4 or 5 Years	13	36	181	146	177	225	225
	6 or 7 Years	16	26	182	162	175	191	233
	8 to 10 Years	15	38	193	150	195	223	256
	11 to 15 Years	23	51	242	200	230	275	336
	16 to 20 Years	28	42	242	206	228	281	340
	21 to 30 Years	33	67	271	225	265	325	361
	31 or More Years	17	24	258	191	235	325	380
	4 or 5 Years	8	8	192	--	--	--	--
Real Estate	6 or 7 Years	8	8	207	--	--	--	--
	8 to 10 Years	7	9	241	--	--	--	--
	11 to 15 Years	7	8	228	--	--	--	--
	16 to 20 Years	12	15	248	--	250	--	--
	21 to 30 Years	17	20	297	250	303	350	374
	31 or More Years	10	10	299	--	--	--	--
	2 or 3 Years	5	7	201	--	--	--	--
	8 to 10 Years	7	7	241	--	--	--	--
	11 to 15 Years	8	9	288	--	--	--	--
	21 to 30 Years	8	9	328	--	--	--	--
Securities	31 or More Years	5	9	383	--	--	--	--
	21 to 30 Years	7	9	388	--	--	--	--
	21 to 30 Years	8	8	254	--	--	--	--
	31 or More Years	11	11	298	--	313	--	--
	21 to 30 Years	8	8	254	--	--	--	--
	21 to 30 Years	8	8	254	--	--	--	--
	21 to 30 Years	8	8	254	--	--	--	--
	21 to 30 Years	8	8	254	--	--	--	--
	21 to 30 Years	8	8	254	--	--	--	--
	21 to 30 Years	8	8	254	--	--	--	--
Taxation								
Trusts/Estates/Probate								

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**INDIVIDUAL LITIGATION SPECIALTIES BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

Specialty/Years of Experience		Number of Offices	RATE					
			Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Workers' Compensation	Under 2 Years	8	13	118	--	125	--	--
	2 or 3 Years		13	17	124	110	119	148
	4 or 5 Years	8	14	131	--	125	--	--
	6 or 7 Years	13	18	144	125	134	153	200
	8 to 10 Years	16	20	139	116	139	162	188
	11 to 15 Years	26	41	152	114	145	178	226
	16 to 20 Years	17	24	148	114	139	179	250
	21 to 30 Years	29	51	176	135	160	210	248
	31 or More Years	14	18	161	133	155	205	214
Other Litigation	Under 2 Years	18	46	144	130	145	150	175
	2 or 3 Years	26	51	165	145	165	180	195
	4 or 5 Years	33	47	178	155	180	195	207
	6 or 7 Years	32	51	200	175	200	225	243
	8 to 10 Years	26	43	212	180	210	230	278
	11 to 15 Years	41	85	230	188	225	273	290
	16 to 20 Years	40	61	247	210	240	288	321
	21 to 30 Years	48	93	276	225	280	318	360
	31 or More Years	34	46	286	238	278	314	380
Multiple Litigation	Under 2 Years	111	287	172	140	165	200	235
	2 or 3 Years	135	293	188	150	170	210	275
	4 or 5 Years	128	279	201	163	185	225	300
	6 or 7 Years	134	239	217	170	200	240	315
	8 to 10 Years	156	297	229	185	220	260	301
	11 to 15 Years	158	334	260	200	250	295	400
	16 to 20 Years	138	287	285	220	275	330	427
	21 to 30 Years	194	443	306	250	295	350	446
	31 or More Years	135	238	337	260	325	388	491

**INDIVIDUAL NON-SPECIALISTS
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

Specialty/Status		Number of Offices	RATE					
			Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Generalist	Partner/Shareholder-Equity/Non-Equity	40	82	244	175	225	325	350
	Associate/Staff Lawyer	38	97	176	131	160	220	260

**INDIVIDUAL NON-SPECIALISTS BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2005**

Specialty/Years of Experience	Number of Offices	RATE						
		Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$	
Generalist	Under 2 Years	22	39	154	125	140	200	220
	2 or 3 Years	12	21	174	138	155	230	235
	4 or 5 Years	11	14	163	—	140	—	—
	6 or 7 Years	9	13	201	—	180	—	—
	8 to 10 Years	8	13	231	—	220	—	—
	11 to 15 Years	11	16	238	—	215	—	—
	16 to 20 Years	9	13	247	—	260	—	—
	21 to 30 Years	21	30	248	175	228	328	330
	31 or More Years	16	20	251	175	238	304	348